

Bulletin

Bring your officemate



Off to give blood are Sylvia Holland and Manfred Wewers of personnel. The Red Cross blood donor clinic is operating all this week in the Medical Sciences Building.

3.75 percent salary increase recommended by mediator

A mediator's report delivered to the University administration Feb. 17 has rejected the faculty association's demand for an eight percent salary increase.

Professor Daniel Soberman, Queen's University, said in his report that although he found the association's demand "moderate, restrained and responsible" he supported the University's offer of a basic 3.75 percent increase plus a progress-through-the-ranks component of three percent.

Inadequate funding by the Ontario government made it impossible to grant the increase demanded by the faculty association, his report said.

Salary negotiations between the University and the association began in November and broke down Jan. 30. Soberman was given two weeks to bring the parties together or submit an independent report.

Although the 6.75 percent salary increase proposed by Soberman is the same as that offered originally by the administration, other recommendations in the mediator's report directly reflect demands made by UTFA.

The report will be considered by the Governing Council on March 16.

Among the report's recommendations are:

- removal of rank salary ceilings (merit increases would be left to department chairmen, rather than needing prior approval of the provost)
- an \$800 increase for the two most junior ranks of librarians, in addition to any other increases awarded
- implementation of a dental plan, to be effective only if 75 percent of the academic staff elect to join. ("If the required minimum of 75 percent of those eligible for coverage under the plan do not sign up, then the funds should be used as originally contemplated to improve summer and winter-evening stipends," the report states)
- free tuition for dependants of academic staff

The full text of the mediator's report will appear, along with the report of the Budget Committee for 1979-80, in a special issue of the *Bulletin* that will be published tomorrow.

University of Toronto Bulletin, 45 Wilcocks St., Toronto, M5S 1A1
February 27, 1978
Number 23, 31st year

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Monkey business

in U.S. research labs has led India to ban export of rhesus monkeys for experiments

Canadian scientists using rhesus monkeys in their research are in the midst of evaluating the impact of India's proposed April 1 ban on the export of the primate.

Many scientists prefer the rhesus to other monkeys because its body mechanisms closely resemble those of humans. Since India is the world's largest exporter (20,000 last year), the ban will make North America's supply scarce and expensive.

Dr. Steven Strasberg, Department of Surgery, says that when he first began working with rhesus monkeys seven years ago, their cost was about \$50 each and they were readily obtainable. Estimates of their price today range from \$750 to \$1,000 — a cost prohibitive to most scientists.

Reports on India's reasons for imposing the ban vary. Dr. John Gilman of the Canadian Council on Animal Care, Ottawa, says rhesus numbers are diminishing because more land in India is being farmed and the monkeys are losing much of their natural habitat.

However, Dr. Geoff Sherwood of the Research Institute at the Hospital for Sick Children disagrees. "India has monkeys literally coming out of the trees, so it's difficult to understand what the government has based its decision on."

The official reason cited by India concerns what it considers to be violations of the 1955 agreement with the United

States regulating rhesus export and treatment. The agreement limited experimentation to medical research and polio vaccine production and was based on the assurance that the monkeys would be treated humanely. It also stated that rhesus monkeys could not be used in atomic blasts or space research.

Some specific experiments that India says violate the agreement include radiation experiments carried out by the U.S. Armed Forces Radiobiology Research Institute. Other American experiments cited as highly questionable include immersing monkeys in water at 90 degrees Celsius for 15 seconds to examine burns, shooting monkeys through the head for research on gunshot wounds, and operating on monkeys without anesthesia to study shock.

Only legitimate research
According to Dr. Gilman, no rhesus monkeys have been used in Canada for that type of research.

"They are being used only in legitimate medical research situations and a few are used in behavioural research." He added that the greatest impact of the ban would most likely be felt by the Connaught Laboratories, which uses rhesus for the production and testing of polio vaccine. As for individual research projects, Dr. Gilman says other monkeys will have to be used, because rhesus monkeys will be not only

Continued on Page 3

Special edition tomorrow

A special edition of the *Bulletin*, containing the report of the Budget Committee for 1978-79, the complete text of Professor D.A. Soberman's mediation report, and statements by the University of Toronto Faculty Association and the University administration with respect to the mediation report, will be published tomorrow (Feb. 28).

Job Openings

Below is a partial list of job openings at the University. Interested applicants should read the Promotional Opportunity postings on their staff bulletin boards, or telephone the personnel office for further information. The number in brackets following the name of the department in the list indicates the personnel officer responsible. Please call: (1) Sylvia Holland, 978-6470; (2) Penny Tai-Pow, 978-5468; (3) Manfred Wewers, 978-4834; (4) Ann Sarsfield, 978-2112; (5) Beverley Chennell, 978-7308.

Clerk Typist II (\$7,430 — 8,740 — 10,050)
Fine Art (1), Graduate Studies (2)

Clerk III (\$8,180 — 9,620 — 11,070)
Housing Service (4)

Clerk Typist III (\$8,180 — 9,620 — 11,070)
Best Institute (2), Faculty of Education (1), Medicine (4)

Secretary IV (\$11,010 — 12,960 — 14,900)
Vice-President, Business Affairs (5)

Laboratory Assistant II (\$7,430 — 8,740 — 10,050)
Psychology (1)

Laboratory Technician II (\$11,010 — 12,960 — 14,900)
Radiological Research Labs (4), Pathology (4)

Laboratory Technician III (\$12,160 — 14,310 — 16,450)
Pathology (4)

Horticulturalist II (\$11,010 — 12,960 — 14,900)
Forestry (5)

Administrative Assistant III (\$15,820 — 18,620 — 21,410)
Administrative Services (5)

Manager, Blind Duck Pub (\$200 per week)
Erindale College (3)

Research News

U of T highly successful in NRC National Concerns competition

In a notification sent to the President last week, the National Research Council announced 15 awards to U of T projects in energy and environmental toxicology, representing total funding of \$453,000 in the 1978-79 fiscal year beginning March 1. The value of the awards to the University represents about 20 percent of the total funds, \$2.4 million, budgeted for the NRC's first special competition for its strategic grants program in areas of national concern. Dr. T.C. Clark, director of research administration, says that the University's normal share of available funds from federal granting sources is about 14 percent, and he interprets the results of the special competition as a demonstration that U of T is highly capable of undertaking "relevant" research and research in the national interest.

Successful applicants and their departments are: Professors P.P. Birninger, Electrical Engineering; Brice Bosnich, Chemistry; M.J. Dignam, Chemistry; G.F.D. Duff, Mathematics; R.N. Edwards, with G.F. West, R.C. Bailey, and G.D. Garland, Physics; T.C. Hutchinson, Botany; R.E. Jervis,

Chemical Engineering; K.G. McNeill, Physics; Martin Moskovits, Chemistry; G.A. Ozin, Chemistry; C.R. Phillips, Chemical Engineering; R.C. Plowright, with G.R. Thaler and S.C.H. Barrett, Zoology; W.H. Rapson, Chemical Engineering; Olev Trass, Chemical Engineering; and Morris Wayman, Chemical Engineering. Nine of the awards are for research in energy, four are for research in environmental toxicology, one combines energy and environmental toxicology, and one combines energy and oceanography.

The new program was announced by NRC in the late summer of 1977; eligibility was limited to holders of other NRC grants. Sixty-eight applications were forwarded from the University, representing a total value of \$2.8 million in requests for the first year alone. NRC has advised Dr. Evans that the value of the applications across Canada totalled \$18 million, or seven times the available funds. In regular competition for operating grants, NRC said that the amount requested in applications is normally about twice the funds available. The universities' response as a whole to the new program was "energetic", Dr. Clark said, and shows that their research activities include such areas of interest.

NRC has advised that the strategic grants program will have a second competition with a deadline of *May 1*. This will be the only competition for this program in the 1978-79 fiscal year.

MOH reviews required now for use of human subjects

Applicants to the Ontario Ministry of Health are reminded that their applications, due *April 1* at the ministry, must be accompanied by certification of approval of the use of human subjects. To allow for adequate consideration by a review committee, protocols should be submitted to ORA at least a month in advance. Call 978-5585 for further information.

Hart House elections

Nominations are now open for students to serve on eight committees of Hart House. All students of the University are eligible to stand for election and to vote. Nominations will close Tuesday, Feb. 28.

Elections will be held on Wednesday, March 16 at all three campuses. Polls will be open in the Map Room of Hart House from 9 a.m. to 7 p.m. At Scarborough and Erindale, polls will be open from 11 a.m. to 7 p.m. in the Meeting Place of both colleges.

Nomination forms and information are available from the Programme Office at Hart House, telephone 978-5362 or 978-2453.

Scholarships available

An annual scholarship for graduates of U of T's Physical & Occupational Training course who are working on research, continuing education, or library projects is being offered for the first time this year.

Anyone interested in applying for the scholarship may address inquiries to: Mrs. Carol Anjo, 9 Chipping Road, Don Mills, M3B 1K9; or call 445-9005. Selection will be made in March.

How to build "a fortune" with \$1,000 a year.

If you're in your twenties, you may not be all that concerned with retirement income.

But, look at the chart below. It shows how a Registered Retirement Savings Plan can earn you big money because the interest stays in and is compounded. If you'd like to travel, have fun, and be really independent when you're through working, see how you can save close to "half a million" (depending on the interest rate) by starting now and saving a thousand dollars a year.

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7%	6,153	14,784	43,865	101,073	213,610
8%	6,336	15,645	49,423	122,346	279,781
9%	6,523	16,560	55,765	148,575	368,292
10%	6,716	17,531	63,002	180,943	486,852

The sooner you start, the better.

Of course, this is based on just saving \$1,000 annually. If you have a Company Pension Plan, you can save more, to a total of \$3,500 or 20% of your "earned income", whichever is less. If you don't have a plan, you can put in up to \$5,500 or 20%, whichever is less. Start soon to build yourself a nice retirement income. Just choose a plan like ours, that's known for its performance. And, invest as much as the government will allow. For help in putting together your "fortune", see the person in charge of RSP's at your Credit Union.

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Musicians meet computers

in this unique project designed to help composers



Bill Buxton (left) at the computer during filming of *Music of Man* with Yehudi Menuhin

Can a computer help a composer compose if the composer doesn't know much about computers?

That's not a tongue twister: it's a legitimate question and Bill Buxton hopes that, by June, the answer will be "yes".

Buxton, 29, is co-ordinating an 18-month research scheme known as the structured sound synthesis project (SSSP). Made possible by a \$40,000 Canada Council grant, the venture is aimed at proving that complex technology can be used for creative purposes by "computer-naive" people.

Gustav Ciamaga, acting dean of the Faculty of Music, is responsible for the musical integrity of the program. Technical expertise is provided by Professors Leslie Mezei and Ron Baecker of the computer sciences department, and by Professor K.C. Smith, chairman of the electrical engineering department.

The system they've devised is currently set up in the Burton Wing and includes a computer (PDP 11/45), synthesizer, keyboard and display terminal, graphics tablet, fader box, speakers, and headphones.

Conventional synthesizers, of the type used by pop-rock groups like Tangerine Dream or Emerson, Lake and Palmer, involve "manipulating masses of knobs and dials", says Buxton. This particular synthesizer, however, is computer controlled, so intricate instructions can be relayed instantaneously to produce unusually complicated sequences of "sonic events".

By using both keyboard and graphics tablet to issue commands, a composer can design a score which then appears on the display terminal. Instructions can be set out in conventional music notation (staves, clefs, time signatures, bar lines, rests, etc.) or on a grid, with an abstract outline drawn on it to define frequency, amplitude, density, and timbre.

Exerting a strong influence on the shape of the system is a group called The Electronic Ensemble. Its members — David Grimes, David Jaeger, Larry Lake, and Jim Montgomery — all have Mus. M. degrees in composition from the Faculty of Music and are determined to cultivate an enthusiastic audience for live electronic music.

Buxton's own experience includes helping set up the electronic music studio at Queen's University, where he earned a B.Mus. Since 1975, he's been doing graduate work here in the computer sciences department and has had several compositions a year performed on CBC radio. His research and performances have also been extended to electronic studios in Italy, Holland, Belgium, Iceland, France, Uruguay, and the United States.

"This system is very much in a developmental stage," says Buxton, amid the incessant hum, whirr, buzz, and rumble of the computer centre. "One of the main things will be to get out of this noisy environment."

He says Prof. Smith is applying to the National Research Council for a \$60,000 equipment grant "so an autonomous machine can be set up in a more congenial atmosphere (probably in the former Metro Central Library on College Street)."

Buxton is excited at the prospect of the system offering insight into composers' cognitive processes.

"The teaching of music composition has focused on analyzing diverse styles of the past and establishing thou-shalt-not rules. Students examine (musical) scores, but a score is just a by-product. Our computer will be able to keep track of what a composer actually does in the course of creating music."

"Initially, the program on this computer will be incomplete. Some essential commands will be missing. But each time a composer uses the system, our insight into the problem-demand will increase."

The project's "guinea pigs" will be graduate students from Dean Ciamaga's music composition seminar.

"They understand they're not getting a finished system," says Buxton, "but they're willing to put up with frustrations. Ciamaga wants this thing to work because his studio is obsolete."

Besides being a compositional tool, the system doubles as a performance instrument. Thanks to miniaturization, everything but the speakers can be set up on a kind of drop-leaf tea trolley and wheeled onstage.

The attached graphics tablet can even be used to "choreograph" sounds in space by means of one centrally-placed bass speaker and 16 treble speakers positioned throughout the auditorium.

Buxton is hoping to interest psychologists in using the system for psycho-acoustical experiments. He says animators and other visual artists can use the system, too, because "the dynamics of visual and sonic structures are similar."

Along with promoting the creative computer, Buxton is evangelical about another cause — earplugs.

"As a composer, I have a vested interest in preserving the hearing of my audiences. I almost always wear them myself, particularly if I'm commuting to a concert at Massey Hall."

Without earplugs, he says, the general din of street and lobby makes him temporarily deaf. He estimates it takes 20 minutes for his hearing threshold to shift back down to normal, during which time he misses the subtleties of the performance. Though wearing earplugs knocks intensity down by 20 decibels, he claims he can still hear well enough to carry on a quiet telephone conversation.

Bill Buxton can hardly be blamed for coddling his aural perspicacity. Unlike most people he doesn't possess the usual five senses. Due to a genetic deficiency — shared by his mother, uncle, and twin sister — he has no sense of smell.

Use our talents say alumni

Short funded and short staffed, U of T has been challenged by a sturdy little group, Alumni Talent Unlimited, to find volunteer opportunities for senior alumni.

Wilson Abernathy and his committee, an offshoot of the alumni association, feel there are opportunities aplenty for the volunteer services of senior citizens. Why not at U of T itself?

There is no lack of volunteers. Alumni Talent Unlimited grew naturally from two years of workshops on opportunities for participation and leadership for retired people, sponsored by the Senior Alumni Committee of the alumni association.

Out of these workshops grew a list of talented and experienced people who, while interested in serving the community, preferred, if given the chance, to serve the University.

The response of the University community was slow at the outset, but is sure to improve as word gets around of the availability of skilled, well-informed, and enthusiastic volunteers.

Already senior volunteers help graduate students with written English at the International Student Centre. Some have participated in a Woodsworth College seminar on women returning to work. The Student Counselling & Placement Centre plans to use their individual expertise. They sat on the committee for the development of a program on gerontology.

Most recently, Alumni Talent Unlimited has nominated six people for membership on the University's committee on ethical procedures in research.

The group's executive sees these contributions as just a beginning. New ideas about ways the University can use older people should be communicated to Alumni Talent Unlimited, Alumni House, 47 Willcocks St., Toronto M5S 1C7.

"We have the time and the background," says Wilson Abernathy. "I see this as the beginning of an operation that can lead to great things — for the University and for ourselves."

Monkey business

Continued from Page 1

expensive, but also hard to find. Those now being bred in colonies in the U.S. will most likely not be exported.

Dr. Strasberg uses 20 rhesus monkeys in his research on bile physiology. He says it is too early to tell what kind of impact the ban will have on his research but "it could be either a minor inconvenience, or a setback of one and a half years." If he does have to switch from the rhesus to another primate, such as the baboon, he says it will mean "a lot of work" and many experiments might possibly have to be redone.

Although he will be hindered by the ban, Strasberg is not unsympathetic to the rationale behind it.

"I can understand that India feels it has a responsibility to ensure that the rhesus monkey is not misused. The buffalo and the whooping crane became endangered species because of the conduct of humans, and we don't feel particularly proud of it."

Recycled rhesus

Dr. Nicholas Diamant, Clinical Science Division, just started using rhesus two months ago to study the motor function of the esophagus. As much as he would like to continue using them, he says the cost is "out of reach for me to do any long-term research", and he is currently using monkeys borrowed from Dr. Strasberg. Sharing or "re-cycling" the rhesus was mentioned by several researchers as one way of obtaining the monkeys.

Dr. Ronald Tasker, Department of Surgery, says more and more countries are following India's lead and clamping down on the export of primates. He uses squirrel monkeys rather than

rhesus to study movement disorders, but his supply is becoming jeopardized as source countries like Colombia and Peru are restricting their export.

Another doctor using re-cycled rhesus monkeys is Bruce Hutchcroft, Department of Immunology at Sick Children's, who borrowed them from Dr. Sherwood for the testing of allergic sera.

When this testing is done on humans, he says, hepatitis often results and the rhesus has proven to be the most reliable breed to use.

Dr. Sherwood would seem to be more fortunate than other researchers, with a supply of 60 rhesus monkeys from Canada's only breeding colony at the University of Waterloo. (Although the custom-built breeding facility is located at Waterloo, it is rented by the Hospital for Sick Children Research Institute.)

However, because Dr. Sherwood's research involves studying the fetus, and two to four years must pass before the newborn rhesus becomes fertile for breeding purposes, he says the supply at the Waterloo breeding colony is not enough to keep his research going at anything but a "low ebb".

"Primate research in Canada is not sufficiently organized and this ban is going to make things 10 times worse. There is no federal or provincial agency as yet that will support this type of facility (the breeding colony) and since we haven't got the funding we're going to get caught. If money were available now, we might still be able to get some monkeys."

Reading knowledge of French recommended for A & S grads by committee

The Academic Affairs Committee gave unanimous approval Feb. 23 to a resolution urging the Faculty of Arts & Science to implement policies and programs designed to ensure that all graduates of the faculty "be able at least to read the two national languages".

The question of French language requirements was debated at four committee meetings before the resolution was amended in a manner acceptable to the members.

Just before the vote was taken, President John Evans said that the committee should provide the strongest possible encouragement, not just to the Faculty of Arts & Science but to the other faculties as well, not to back away from the importance of requiring certain levels of competence in both official languages. He added that target dates should be set "in terms of settling this matter".

committees; Commerce Students' Association executive; AIESEC.

Donald hopes that a reasoned, non-antagonistic approach to governing will best serve the interests of a well-balanced student body.

James Hawker

My name is James Hawker. I work for Jesus and stand for all that He stood for when He was on earth. I have absolutely no experience in politics or governing anything except my own life which I believe is all the experience I need. I am running for this position because I want to learn — by experience — by whom and to what ends this University is being run, and then to make responsible stands.

Frank Pegolo

SAC Board of Directors 1977-78. Member of Erindale College Council 1977-78. Member of Executive Committee of Erindale College Council 1977-78. I feel that there should be more student input on Governing Council. This can be achieved by fighting for more student representation on Governing Council.

Part-time undergraduates

"Part-time undergraduate student" means all students registered at the University in a program of part-time study who are not registered in the School of Graduate Studies. All students in arts and science, on all campuses, will be considered part-time if enrolled in less than four courses, including students at Scarborough College.

Constituency I — 2 seats

All part-time undergraduate students.

Bev Batten

Part-time undergraduate students need strong representation on the policy making body of this University. As office assistant for the Association of Part-time Undergraduate Students, I deal daily and directly with part-time undergraduates' concerns. I attend APUS assemblies,

executive meetings, and have represented part-time students at provincial and national conferences. I have served on several important University committees including the General Committee of the Faculty of Arts & Science and Governing Council's Planning & Priorities Subcommittee.

John Dadds

John Dadds has been a part-time student at Erindale College for three years. A 37-year-old father of four, including three high school students, he is a career police officer serving with the OPP. He envisions a seat on the Governing Council as an opportunity to bring forward the benefits of life-experience gained by mature part-time students. His voice will be one that has shared the frustration and stress of combining work and study.

Joseph S. Garten

Garten has been renominated and will stand for election again as one of Ward Eleven's two trustees on the Toronto Board of Education. Garten is serving a two year term on the council of the Faculty of Arts & Science. Garten voted in favour of testing the English proficiency of students entering the faculty in 1980. Garten opposes the Macdonald Report's attempt to further weaken the student estate's power over academic affairs and resource planning.

Sandra Jolley

The interests and needs of part-time undergraduate students have concerned me since coming to the University of Toronto in 1973. I have been a class representative for APUS and currently sit on the Governing Council. My focus of study is political science; I am a homemaker, registered nurse and an administrative assistant to a professional nurses' association. I ask for your support and your vote. You will be served with vigour, integrity and good will.

Workshop for supervisory staff

is a 'hands on' course for upgrading communication and interviewing skills

"It's one thing to be good at your job, but when you're promoted, it's quite another thing to be competent as a supervisor," says Bill Hooper, manager, Employment and Staff Development, Personnel Department.

Hooper, along with staff training officer Cal Swegles, has designed a workshop for supervisory staff new to their jobs, to be held in mid-February.

An Introduction to Supervision will be made up of 14 three and one-half hour sessions aimed at immersing participants in University personnel policy, government legislation such as the Employment Standards Act, and an understanding of the role of supervisor.

The workshop will concentrate on upgrading supervisors' communication and interpersonal relations skills, employment interviewing techniques, job instruction training procedures, motivation and leadership abilities, and time management skills.

Hooper says the workshop developed from a "training needs" assessment. More than 55 senior and intermediate administrative staff members were surveyed to establish the type of training, skills, and development non-academic employees need and want. As the greatest need was found to be among supervisory employees, that's the group Employment and Staff Development is

tackling first.

"It's definitely a 'hands on' practical course, designed to put more tools at the supervisor's disposal," says Hooper.

The workshop will be the first in a series of staff training and development programs he and Swegles are designing. *Management Skills for Newly Appointed Managers*, *The Role of the Secretary*, *Telephone Communication Skills*, and *Career Planning* are just some of the workshops to be offered.

These programs are only one facet of the department's overall advisory service to the campus.

"Recruiting staff is only the beginning of our ongoing service. We're also here to interpret University policy and government legislation and to counsel department heads on matters such as promotion of staff, educational assistance, and performance reviews," says Hooper.

Although employee development and training programs have been popular with business and industry since the 1960s, Swegles says most Ontario universities haven't been able to follow this trend due to financial restrictions, and adds he is pleased to be involved in the "birth" of this project.

"This workshop is the start of an ongoing process of professional development for administrative staff at U of T."

SGS seeks new dean

The President has appointed a search committee to recommend a successor to Professor James Ham, dean of the School of Graduate Studies, for a term beginning July 1, 1978.

The membership of the committee is: Vice-President & Provost D.A. Chant, chairman; Isobel Ganton, Department of Geography; Prof. M.C. Kirkham, Department of English; Dean A.M. Kruger, Faculty of Arts & Science; Prof. Lorna Marsden, Department of Sociology; G.D. Mintz, Department of Electrical Engineering; Prof. H. Bruce Schroeder, Division of Social Sciences, Scarborough College; Prof. Louis Siminovitch, Department of Medical Genetics; Prof. Bruce Sinclair, Institute for the History & Philosophy of Science & Technology; Prof. G.R. Slemon, Department of Electrical Engineering; Prof. D.W. Strangway, Department of Geology; Dean A.R. Ten Cate, Faculty of Dentistry; Prof. A.P. Thornton, Department of History; and Claudette

Trudeau, Department of French.

The committee will welcome nominations and comments. These may be submitted to the chairman, room 219, Simcoe Hall, or to any member of the committee.

Toronto Arts Productions

Mother Courage and her children

by Bertolt Brecht
Original score by Paul Dessau

Jennifer Phipps
Gerard Parkes
Diane D'Aquila
Kenneth Pogue
Allen Roy
Dirk Bratt
Directed by Leon Major
Designed by Murray Lauter
Lighting by Lynne Hyde
Music Director John Fenwick

February 22 —
March 18
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Sat. mat. 2 p.m.
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PhD Orals

Since it is sometimes necessary to change the date or time of an oral examination, please confirm the information given in these listings with the Ph.D oral office, telephone 978-5258.

Friday March 3

Peter Munsche, Department of History, "The Game Laws in England, 1671-1831." Thesis supervisor: Prof. J.M. Beattie. Room 111, 63 St. George St., 10 a.m.

Tuesday, March 7

Rosemary Johnson, Department of Zoology, "The Osteology, Reconstructed Myology and Functional Morphology of the Pectoral Complex in *Stenopterygius Jaekel* (Reptilia: Ichthyosauria)." Thesis supervisor: Prof. C. McGowan. Room 309, 63 St. George St., 9.30 a.m.

Wednesday, March 8

Mark Harry Dennis Kimberley, Faculty of Social Work, "Organization Development Practice Theory for Social Work Within a Management Context: A

Demonstration Study." Thesis supervisor: Prof. N. Markus. Room 111, 63 St. George St., 10 a.m.

Helen Lakusta, Department of Biochemistry, "Studies of Models Designed to Mimic The Metal-Binding Sites of Proteins." Thesis supervisor: Prof. B. Sarkar. Room 309, 63 St. George St., 10 a.m.

Thursday, March 9

Richard M. Morra, Department of German, "Values in the German Ballad." Thesis supervisor: Prof. H. Wetzel. Room 309, 63 St. George St., 10 a.m.

Howard Granville, Department of Educational Theory, "The Contribution of Homework to Counselling Outcome." Thesis supervisor: Prof. C. Christensen. Room 111, 63 St. George St., 10 a.m.

Frederick Albert Hall, Department of Music, "The Polyphonic Italian Madrigal 1638-1745." Thesis supervisor: Prof. C. Morey. Room 111, 63 St. George St., 4 p.m.

In Memoriam

Donald McDougall

On Jan. 29, Donald McDougall, Professor Emeritus of History, died. He was 85.

Donald James McDougall was born at Nairn, Ontario in 1893 and educated at St. Michael's College School. In December 1915, he enlisted in the Fifth University Company and joined the Canadian Expeditionary Force in France. He was wounded at Courcellette in 1916, and lost the sight of both eyes.

In spite of his handicap, he entered U of T in 1922, and in 1925 received a Bachelor of Arts in modern history with first class honours. A Rhodes scholarship enabled him to earn a Bachelor of Arts at Oxford in 1927,

again with first class honours.

In 1929 he joined the Department of History where he remained until his retirement in 1962.

The use of student readers, the assistance of his wife, and the gift of a remarkable memory enabled him to keep abreast of the literature in his field, and for many years his articles on British and imperial history attested to his knowledge and insight in these areas.

Positions available on athletic council

Nominations opened Feb. 20 for 15 elected positions on the Council of the Department of Athletics and Recreation,

St. George campus.

The positions include 12 student representatives (of whom six must be men and six women), plus one representative elected by each of the non-student constituencies — teaching staff, administrative staff and alumni.

Candidates and voters in the non-student constituencies must hold a 1977-78 athletic department membership. Nine of the student representatives will be elected from the arts and science colleges and the professional faculties on the St. George campus. In addition, Scarborough and Erindale Colleges will each elect one representative, and one student will be elected from the School of Graduate Studies.

Deadline for nominations is 5 p.m. on Friday, March 3; voting will take place March 20-23.

Nomination forms, election rules and additional information are available from the office of the chief returning officer, room 102, Benson Building; telephone 978-3441.

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Events

(Continued from Page 8)



Costume sketch by Maxine Graham for production of "Don Giovanni"

Friday, March 3

Neo-Marxism of the Frankfurt School: Dialectic of the Enlightenment, second of three lectures on this topic in weekly series, *Marxism and Neo-Marxism*. Prof. Johan Vanderhoeven, Free University of Amsterdam. Discussion will follow lecture. Institute for Christian Studies, 229 College St. 9.30 a.m. to 12 noon.

Language Education in a Multicultural Urban Environment: The Toronto Perspective, last of four lectures in Lunch & Learn Club Series III, *Bilingualism in Education*.

Jean Handscombe, North York Board of Education, and Prof. Kent Henderson, OISE. Innis College Town Hall. 12.15 p.m. Registration fee \$15 for four series of lectures. Information 978-2400.

Islam and Christianity, invitational colloquium. Contributors: Prof. Charles J. Adams, McGill University; Prof. William Montgomery Watt, visiting Centre for Religious Studies, University of Edinburgh; Prof. Mahmoud M. Ayoub, visiting Centre for Religious Studies; Prof. James Kritzeck, University of Notre Dame. Combination Room, Trinity College. 10 a.m. to 3.30 p.m. Attendance by invitation only, enquiries 978-3057.

The Study of Style in the Upper Paleolithic, illustrated lecture.

Prof. Margaret Conkey Fritz, State University of New York, Binghampton. 561-A Sidney Smith Hall. 3 to 5 p.m. (Anthropology and SGS)

Sunday, March 5

Canada and the Space Shuttle, fifth talk in series, *Frontiers of Space*. Malcolm Hinds, Spar Aerospace Products Ltd. Lecture theatre B, Ontario Science Centre. 3 p.m.

Beethoven String Series, last of six concerts featuring violin and cello sonatas. Otto Armin, violin; Elyakim Taussig, piano; Tsuyoshi Tsutsumi, cello. Great Hall, Hart House. 3 p.m. Free tickets for HH members from hall porter. (Music Committee and CBC)

Monday, March 6

Les Juifs en France sous l'Occupation Allemande, seminar in series, *The Jews in France: From the Holocaust to the Present*. Judge Wladimir Rabinowitz, Briançon, France. Seminar in French with discussion in French and English. Croft Chapter House. 4 p.m. (Schwartz Lectures and French)

Chamber Music of Beethoven, final Sunday Scholarship concert.

Quintet, op. 16, and Septet, op. 20. Patricia Parr, piano; Melvin Berman, oboe; Stanley McCartney, clarinet; Christopher Weait, bassoon; Eugene Rittich, French horn; Lorand Fenyves, violin; Uri Mayer, viola; Vladimir Orloff, cello; Thomas Monahan, double bass. Walter Hall, Edward Johnson Building. 3 p.m. Tickets \$5, students and senior citizens \$3. Reservations 978-3744.

Exterior Marks of Interior Faith: The Historical Evolution of the Sikh Community, seminar.

Prof. W.H. McLeod, Otago University, New Zealand. 14-352 Robarts Library. 4 p.m. (Religious Studies)

The Sikh Community Today: Migration and Other Issues, forum.

Prof. W.H. McLeod, Otago University. Croft Chapter House. 8 p.m. (Religious Studies)

Forum

A violation of trust

The following comments are based on a Feb. 20 article in *The Varsity*, which includes statements allegedly made by the Vice-President and Provost, Dr. Chant. If the words attributed to Dr. Chant are correct, then this University is indeed facing a very critical situation.

Before commenting on his statements, I must make known my, and a great many of my colleagues', extreme unhappiness with the 3.75 percent increase recommended by the mediator, which is less than half of the current rate of inflation.

The most appalling parts for me in this sorry mess are first, that Dr. Chant commented publicly about the mediator's recommendations and secondly, that he saw fit to comment in *The Varsity* on which recommendations the "administration" would accept and which it would not accept. Indeed, I deplore the use of the term "administration" by Dr. Chant. Who is he referring to? Is it himself? Is it Dr. Eastman? Or is it President Evans?

The last paragraph of article 9 of the Memorandum of Agreement states as follows:

"The President shall inform the Governing Council whether an agreement on salaries and benefits has been reached and shall table the mediator's final report, if any, including any recommended terms of settlement. The Governing Council agrees to accept the terms of settlement recommended by the mediator unless Council by a majority vote determines otherwise."

There is no reference in this article to the "administration's" views.

Coming as they do prior to the President informing the Governing Council on the terms of the recommended settlement, and prior to any action by the Governing Council, Dr. Chant's comments are gratuitous and

seem almost to be political posturing.

It should be made absolutely clear to the President and to the Governing Council that: if the mediator's recommended settlement is rejected, we have nothing at all and we go back to square one! If the Governing Council accepts the view of Dr. Chant (if reported correctly by *The Varsity*) and tries to pick and choose among the recommendations or attempts to impose its will after rejecting the total package, this would be a gross violation of the trust involved in reaching the Memorandum of Agreement last spring.

Referring to the Memorandum of Agreement, in his transmittal letter to the staff on Sept. 2, 1977, President Evans wrote as follows:

"The Agreement represents a different approach from other universities and is a unique product of the particular circumstances which prevail at the University of Toronto."

The terms of the recommended settlement are a package and cannot be taken apart for piecemeal implementations. Rejection of any part is the same as the rejection of the entire package. Any action by the Governing Council that deals with the mediator's recommended terms of settlement in any way except as a rejection in total (since acceptance requires no action by the Governing Council) would immediately alter the situation at the University from that described by President Evans in his letter, and the responsibility for this tragic development would rest squarely on the shoulders of the Governing Council.

*S.M. Uzumeri
Department of Civil Engineering
President
Association of Engineering Professors*

A drastic step to reject report

I have read in *The Varsity* of Feb. 20 that Provost Chant says that the University will not accept the report of Professor Soberman, the mediator in the salary negotiations between UTFA and the University. Admittedly, this is a newspaper story, not an official pronouncement, but I assume that, as far as it goes, it is accurate. However, I hope that this is not the stance the Governing Council will take when it finally decides whether or not to accept the mediator's report.

For many years, Professor Nelson, then President of UTFA, described salary negotiations as a "charade" where, when the ritual was over, the University finally gave just what it had decided all along it would give. Last year, the Governing Council concluded an agreement with UTFA in which bargaining for salaries and benefits was put on a more formal basis. Although the Governing Council refused to be bound in advance by a mediator's report, it was understood by UTFA at least that a rejection of a mediator's report would be a drastic step, something not to be entered into lightly. In this connection, I would like to quote from the mediator's report.

"...if all that a mediator can do is to say to the Association, 'You have a strong case and you ought to get the increase you have requested, but there is insufficient money in the pot and you must simply take what the University offers,' — is that an acceptable position in which to leave an Association that has bargained in good faith? It entered into

an agreement with the University on the assumption that the terms were fair and workable, and that its demands would receive the weight they merit in arriving at a settlement; yet here those demands, admitted to be sound, receive virtually no weight at all. Will the Association find any point in this kind of 'bargaining'?"

Let me state that the agreement which was finally signed last June was supported by an unprecedented proportion of the faculty, and for that reason it should not be taken lightly. It was an agreement which the majority of faculty could accept, although many were dissatisfied with some of the details, and I suppose the same could be said on the part of the administration. Nevertheless, it was agreed to and signed. The mediator's report was also a disappointment to many faculty members, nevertheless, we agreed to accept whatever the mediator might report, and this is UTFA's position — we cannot repudiate an agreement which has so solemnly been entered into. The most important aspect of the situation, from the faculty point of view it seems to me, is whether the University will as a matter of principle honour its solemn promises, or whether, in fact, nothing has changed since the time that Professor Nelson described salary negotiations as a "charade".

*J.M. Daniels
Department of Physics
Past President, UTFA*

For better or for worse

When the faculty association and the Governing Council were attempting to negotiate an agreement last year I was highly pessimistic about their differences being resolved, and therefore was surprised and delighted when agreement was reached. The agreement calls for outside mediation if salary and benefit negotiations break down, as they did this year. The mediator made his recommendations, and it is now up to Governing Council to accept them — or not.

The mediator, while accepting the validity of the position of the faculty association, also accepted the limitations of the financial situation as presented by the administration, and did not recommend salary increases beyond those offered by the administration. He did recommend granting certain minor fringe benefits — none of which I expect to personally benefit from and some of which I am personally opposed

to. Nevertheless, I sincerely hope that the Governing Council will accept his recommendations as being the best rational compromise for an essentially insoluble situation.

What disturbs me are the statements of representatives of the administration, as reported in *The Varsity* of Feb. 20, to the effect that the administration would not accept certain of the mediator's recommendations. I thought that the administration had made its case, that the faculty association had made its case, that on the basis of these the mediator had made his recommendations, and it was now up to the Governing Council to decide. For better or worse, we have an agreement, and I trust that its provisions will be met. Or where do we go from here?

*D.G. Ivey
Department of Physics*

Decision-making still unilateral

If Dr. Chant's summary of the administration's response to Professor Soberman's mediation report was correctly reported in *The Varsity* of Feb. 20, then serious questions must be raised concerning the viability of the Memorandum of Agreement. That the mediator was unquestionably more sympathetic to the University's plight than to that of the faculty is indicated by his acceptance of an across-the-board salary increase of 3.75 percent which, by July, will represent a decline in the real income of faculty members and librarians of at least 5 percent. Nevertheless the administration intends to recommend that the Governing Council reject those few other recommendations also contained in the report, the total cost of which is approximately \$400,000 of a total budget of nearly \$250,000,000. One can simply wonder just what the administration understands by the concept "mediation" and what they intended by signing article 9 of the memorandum which allows for a mediation report that is binding unless specifically rejected — presumably for more serious reasons than those presently given.

If the administration is unwilling to accept this mediator's final report, then it is difficult to imagine the kind of report that would be acceptable. It seems clear that Simcoe Hall is as wedded to the

notion of unilateral decision-making as they were before the memorandum was signed.

In short, the question must be raised whether the memorandum provides any guarantees at all of faculty rights in relation to the administration and whether, as a consequence, we ought to consider moving from the apparently weak protection of a voluntary contract to the more effective and binding provisions of a certified agreement. Such a move on the part of UTFA would almost certainly also have the effect of swinging the balance within the Ontario system as a whole. Were UTFA to become a certified bargaining unit, a majority of faculty members and librarians in the province would then be under the provisions of the Labour Relations Board and we would be in a position to negotiate with our real pay-master, the government of Ontario.

None of these prospects is entirely attractive, but increasingly I wonder whether, as we enter a period of real hardship in the 1980s, there is any real alternative.

*Michael G. Finlayson
Registrar
University College*

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*Lawrence F. Jones
Cobourg, Ontario*

Events

Monday, February 27



Islamic Architecture in Spain, illustrated lecture.
Prof. Lisa Golombek, Department of Middle East & Islamic Studies and ROM. 14-081 Robarts Library. 12.10 p.m. (Rescheduled)

L'Actualité politique québécoise, conference, *Semaine québécoise*. Pierre de Bellefeuille, député du Parti Québécois. Room 4 New Academic Building, Victoria College. 4 p.m.

Improving the Human Factors Aspect of Database Interactions, computer systems seminar.
Prof. Ben Schneiderman, University of Maryland. 103 McLennan Physical Laboratories. 4 p.m. (Computer Science and SGS)

Tuesday, February 28

Non-Jewish Responses to the Holocaust in East-Central Europe, lecture.
Prof. Bela Vago, visiting Columbia University; University of Haifa. 162 Lash Miller Chemical Laboratories. 11 a.m. (Schwartz Lectures and Jewish Studies)

La Dramaturgie de Michel Tremblay, conférence, *Semaine québécoise*. Prof. Joseph Melançon, l'Université de Laval. Rhodes Room, Trinity College. 4 p.m.

Railway Electrification, seminar.
Prof. E. Ray Corneil, Queen's University. 252 Mechanical Building. 3.10 p.m. (Mechanical Engineering)

Coupled DNA and chromatin histone synthesis studied in mouse cells temperature-sensitive in DNA replication, seminar.
Prof. Rose Sheinin, Department of Microbiology & Parasitology. 235 Fitzgerald Building. 3.30 p.m.

Wednesday, March 1

Surgical Treatment of Carotid Occlusive Disease, lecture.
Prof. Robert G. Ojemann, Harvard Medical School. Auditorium, Toronto Western Hospital. 8 a.m. (Neurosurgery) (Rescheduled)

Normal Pressure Hydrocephalus: Current Status, lecture.
Prof. Robert G. Ojemann, 1978 William S. Keith Visiting Professor of Neurosurgery; Harvard Medical School. Osler Hall, Academy of Medicine. 5 p.m. (Rescheduled)

Paul Harpley, exhibition.
Wildlife drawings by fourth year Scarborough student. Meeting Place Gallery, Scarborough College, to March 3. Gallery hours: Monday-Thursday, 9 a.m. to 7 p.m.; Friday, 9 a.m. to 5 p.m.; Saturday and Sunday, 2 to 5 p.m.

Camera Club Photographic Exhibition. Black and white, colour and series photographs by members of the University community. Art Gallery, Hart House, to March 10. Gallery hours: Monday, 11 a.m. to 9 p.m.; Tuesday-Saturday, 11 a.m. to 5 p.m.; Sunday, 2 to 5 p.m.

Florence Vale, graphics 1965-77, exhibition.
New Academic Building, Victoria College. Hours: Monday-Thursday to 9 p.m.; Friday to 6 p.m.

Oceanic Fracture Zones Interpreted from Ophiolitic Complex, Bay of Islands, Nfld., seminar.
Prof. Geof Carson, Earth & Planetary Sciences, Erindale. 202 Mining Building. 4 p.m.

Antisemitism in Hungary: Its Characteristics in the Interwar Period and World War II, seminar.
Prof. Bela Vago, visiting Columbia University; University of Haifa. 2053 New College. 4 p.m. (Schwartz Lectures and Jewish Studies)

Chris Gregory, soprano, afternoon classical concert.
Music Room, Hart House. 1.10 p.m.

La duchesse de Langeais, by Michel Tremblay, play for *Semaine québécoise*. Le Troupe du Théâtre du P'tit Bonheur. Wetmore Hall dining room, New College to March 4 at 8.30 p.m. Tickets \$4, students \$2. Reservations 978-2461.

Natural Strain Determination in Rocks, EPS brown bag seminar.
Prof. Pierre-Yves Robin, Department of Geology. 1157 South Building, Erindale College. 12 noon.

New Ways to Evaluate a Polynomial, theoretical aspects seminar.
Dr. Victor Pan, IBM Research Center, Yorktown Heights. 103 McLennan Physical Laboratories. 4 p.m. (Computer Science and SGS)

Wednesday, March 1 (continued)

Numerical Techniques in Vascular Plant Taxonomy, seminar.
Dr. John McNeill, Agriculture Canada, Ottawa. 140 University College. 4.10 p.m. (Botany and UC)

Quebec Sovereignty and Economic Association, political economy seminar.
Prof. Dan Smiley, York University. Council Chamber, 3130 South Building, Erindale College. 7.30 p.m.

Radioactivity Workshop.
Department of Geology. March 1, 2 and 3 from 9 a.m. to 5.30 p.m. 301 Mining Building.
Sessions: March 1, morning, *Geology of Uranium Deposits*; afternoon, *Geochemistry of Uranium Deposits and Uranium Exploration Laboratory*. March 2, morning, *Uranium Detection by the Geological Survey of Canada*; afternoon, *Uranium Exploration in the United States*. March 3, selected papers.
Information telephone 978-3022.

Dialogue en français entre le public et Michel Tremblay, pour *Semaine québécoise*. 1016 New College, 40 Willcocks St. 4.30 p.m.

Resolved: That the star system has corrupted North American sport, debate.
Honorary visitor, Dr. Frank Cosentino, York University. Debates Room, Hart House. 8 p.m.

Dave McMurdo Quartet, Wednesday afternoon pop-jazz concert.
East Common Room, Hart House. 12 noon.

Paul Brodie Saxophone Quartet, concert.
Meeting Place, Scarborough College. 12 noon.

Musical Choirs, concert, *Music Wednesday Night*. Baroque and rococo music on original instruments or modern copies. Music Room Hart House. 8.30 p.m.

Thursday, March 2

Hypertensive Brain Hemorrhage: Has the CT Scan Affected the Outlook?, lecture.
Prof. Robert G. Ojemann, Harvard Medical School. Auditorium, Toronto Western Hospital. 9 a.m. (Neurosurgery) (Rescheduled)

The Discovery of Black Holes, lecture.
Prof. C.T. Bolton, Department of Astronomy. 2074 South Building, Erindale College. 4 p.m.

Mathematical Theory of Centre of Gravity from Archimedes to 11th Century Islam, lecture.
Prof. J.L. Berggren, Simon Fraser University. IHPST Common Room, 4th floor Textbook Store, 280 Huron St. 4 p.m.

Swift as Fictionist, lecture.
Prof. Charles Pullen, Queen's University. Room 3 New Academic Building, Victoria College. 4.15 p.m.
Post-Modern Architecture, lecture.
Charles Jencks. 3154 Medical Sciences Building. 8.30 p.m. (Architecture, Toronto Society of Architects and Ontario Association of Architects)

Satellite NMR: A new way to answer some old questions about magnetism, colloquium.
Prof. Charles P. Slichter, University of Illinois. 102 McLennan Physical Laboratories. 4.10 p.m. (Physics and SGS)

Experimental Thermal Stress Analysis, seminar.
Prof. Andre Bazergui, l'Ecole Polytechnique. Montreal, 254 Mechanical Building. 3.10 p.m. (Mechanical Engineering)

Immunobiology of the Maternal-Fetal Relationship, seminar.
Prof. Tom Wegman, University of Alberta. 417 Best Institute. 4 p.m. (BBDMR)

Environmental Psychology: At the frontiers of environmental social sciences, seminar.
Dr. Natalia Krawitz, James F. McLaren Ltd. 119 Wallberg Building. 4 p.m. (IES and Environmental Engineering)

Yield in Urban Transport Design, seminar in series, *Transportation in the 70s*.
Prof. Richard A. Rice, visiting Queen's University; Carnegie-Mellon University. 7th floor lounge, Faculty of Library Science, 140 St. George St. 4 p.m.

Genetic competence for sporulation in the fungus Aspergillus, biology seminar.
Prof. D. Axelrod, Rutgers University. 2082 South Building. Erindale College. 5.15 p.m.

Michel Tremblay, dialogue in English with the public, for *Semaine québécoise*. 1017 New College, 40 Willcocks St. 4 p.m.

The Development of Drama, Movies and Television in Modern China, sixth in series of ten public talks, in Cantonese.
Tang Chi-chun. Lecture Theatre, Faculty of Library Science, 140 St. George St. 7.30 p.m. (East Asian Studies)

The Magnificence of Music and The Magic of Music, last program in series, *Life is Art is Life*. Wayne Irschick and John Swain. Pendarves Room, International Student Centre. 12.15 p.m. (Integrity Group)

Writers' Workshop. Carol Bolt, writer-in-residence. Workshop is held every Thursday in Hart House, see hall porter for room. 7.30 p.m.

Student Chamber Music Concert, recital in *Thursday Afternoon Series*. Walter Hall, Edward Johnson Building. 2.10 p.m.

Elisabetta Majerone, soprano, and *Giuliano Balestra*, guitar, concert.
Music Room, Hart House. 8.30 p.m. Limited number of tickets available to HH members from hall porter. (Music Committee, Italian Cultural Institute and Dante Alighieri Society)

The Donnellys by Peter Colley. Presented by Scarborough College Drama Workshop. TV Studio I, March 2, 3 and 4 at 8 p.m. Reservations required. 284-3204.

The Dog Beneath the Skin, by W.H. Auden and Christopher Isherwood, final production, Hart House Theatre season. Produced by Graduate Centre for Study of Drama, music by Rod Taylor and Gordon Woodbury, directed by Prof. Michael Sidnell, designed by Martha Mann. Hart House Theatre to March 11 at 8.30 p.m. No performances Sunday or Monday. Tickets \$4, students \$2. Reservations 978-8668.

Continued on Page 6